



Università  
Ca' Foscari  
Venezia

Decree of the Director of Management Department  
Rep. n. 161/2020  
Prot. 0010320 – 14/02/2020

**Call for n. 1 Short Research Fellowship Ca' Foscari University of Venice– Department of Management**

**Università Ca' Foscari Venezia – Dipartimento di Management**

(L. 240 of 30th December 2010, art. 18, DL 19/2012;

Regulations about Short Research fellowships DR 399/2018 of 04th May 2018)

The present document in English is to be considered as a mere translation of the provisions of the call which is available in Italian on the following web page <http://www.unive.it/data/30402/> link. The text in Italian is the official text of the notice of competition for all legal intents and purposes and, in the event of non-conformity with the present document, it shall prevail.

**Description**

The Department of Management – Ca' Foscari University of Venice, having regard to the Agreement with Fondazione Ca' Foscari rep. n. 56/2020 prot. n. 0009688-III/14 del 12/02/2020 (CUP: H74I20000270007), the Decree of the Department Council of 29/01/2020 which authorizes the launch of n. 1 Short Research Fellowship (6 months) titled "The concrete development of negotiating welfare" and entitles the Prof. Gaetano Zilio Grandi as the scientific coordinator.

**"The concrete development of negotiating welfare"**

**Short description of the foreseen activities:**

"The concrete development of negotiating welfare"

Negotiating welfare and work-life balance policies are a fundamental asset for companies, which aim to be competitive on the labour market and at the same time an area of strategic action for the social partners. The regulatory changes starting from law n.92 of 2012 up to law n. 160 of 2019 (the Budget law 2020) have contributed to determining the centrality in business contexts. However, they involve a jagged picture, which needs a summary and tracing back to the system. Furthermore, the innovations inherent in the innovative ways of carrying out work, such as smart working, are influencing and changing the cornerstones of subordination. A new season of labour law that requires reconstruction and concrete analysis, also from a comparative perspective.

**Objectives:**

"The concrete development of negotiating welfare"

Reconstruction and analysis of regulatory evolution;

Collective bargaining analysis, in particular decentralized;

Mapping of good practices, company experiences that present elements of transferability;

Comparative analysis;

Creation of articles on the analyses conducted;

Participation in seminars on the topic;

Realization of a final seminar for the dissemination of results.

**Expected results:**

"The concrete development of negotiating welfare"

Creation of articles on the analyses fulfilled;

Presentation of the results achieved in a seminar and / or conference;

Launch of a new research area to be developed also in the training offer.



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**The research fellowship amount to Euro 3.000**, gross to the recipient; the amount will be given through deferred bimonthly payments and it will be inclusive of any possible cost related to the research activity of the project.

**Deadline: 6<sup>th</sup> March 2020, h 13:00.**

**Rules of eligibility - Beneficiaries.**

a) MA degree in Law (admission qualification);

d) with the following skills and experiences (overriding requisites):

- Knowledge of the English language;
- Knowledge of the topic of negotiating welfare and work-life balance;
- Design capacity for European and national research calls;
- Coordination of research groups;
- Research publications and articles on integrative welfare and work-life balance, also in a comparative key.

Applicants must hold all the requisites within the call deadline. The qualifications will be evaluated by a Commission that examines the eligibility and qualifications of the candidates and makes a merit rank of them.

**Short Research Fellowship to non-EU citizens.**

If a non-EU citizen already living in Italy applies for a Research Fellowship, he must hold a residence permit valid up to the Deadline of the call. Otherwise, the Department undertakes to undergo the procedures for obtaining a residence permit for research activities.

**How to apply**

Candidates should submit:

1. The application form (<http://www.unive.it/data/29520/>), duly dated and signed.
2. A CV in European format (<http://www.unive.it/pag/10368/>), duly dated and signed. The candidates have to specify that what declared is true (D.P.R. 445/2000) and the consent to the use of personal data (D.Lgs. 96/2003 and art. 13 of GDPR 679/16).
3. A photocopy of a valid identity document (e.g. Identity Card or Passport).
4. Self-authentication certifying the attendance of professionalizing courses.
5. All documents, qualifications and publications relevant for the selection procedure.

The applicants will not be admitted automatically to the present selection in case of lack or inaccuracy of the declarations sent for points 1, 2, 3, 4 and 5.

**How to submit your application**

Hard copy of the application should be printed, signed and delivered to Department of Management – Research Office – Fondamenta San Giobbe – Cannaregio 873 – 30121 Venice (Italy) by hand delivery (Mon-Fri, 9:00-13:00) or by registered mail with return receipt. Copy of the application could be sent also by e-mail to: [ricerca.management@unive.it](mailto:ricerca.management@unive.it) writing “**The concrete development of negotiating welfare**”.

**Selection procedure**



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The selection is made by assessment of the scientific-professional qualifications of the candidates, the curriculum vitae et studiorum, other documents presented for the selection.

### **Incompatibility**

The fellowships within this announcement may not be combined with:

- other research grants;
- fellowships of any other kind, with the exception of those awarded by national or foreign research institutes to integrate, with periods abroad, the specific research activities required by this announcement.

In the case of self-employment, employment or para-subordinate employment, compatibility shall be determined by the Research Project Supervisor.

The granting of the Short Research fellowship does not give rise to the establishment of any employment relationship, nor does it give rise to rights regarding access to the roles of the University staff.

### **Information and contacts**

Candidates may find further details about the application process and the research projects in the official Call published on Albo on line <http://www.unive.it/data/30402/> and on Department website <http://www.unive.it/data/17431/>.

For further information please write to the following web mail: [ricerca.management@unive.it](mailto:ricerca.management@unive.it).

### **Evaluation Procedure and Commission.**

A **Commission** summoned by the Director of the Department, who indicates the President of the Commission and the member taking the minutes, will evaluate the applications.

**Evaluation procedure.** The Commission defines the general evaluation criteria in order to ascertain the suitability of the applicants to the research activities. The Commission compiles a ranking and specifies the winning applicant, having regard to the score appointed to experience and qualifications, as specified by the Call.

**Awarding of the short research fellowship.** Having received the selection documents, and at the outcome of the checks, the Director approves, by his own decree, the classification and the selection procedure reports and makes them public according to the procedures specified in the Regulation awarding the short research fellowship art. 6 and in the website <http://www.unive.it/data/28900/>. Exclusion is justified in detail in the selection reports which can be accessed in accordance with law 241/90.

The Director of the Department, at which the research programme will be conducted, awards the research fellowship to the winner of the selection procedure, subject to ascertainment of the prescribed requirements. The latter shall accept the awards within 7 days from receipt of the communication by answering to the e-mail sent by the Administrative Office of the Management Department, which will establish the terms of and procedures for the collaboration and allocation of the grant and will give information also about the signing of the relative contract.

The Department will revoke the procedure or will not stipulate the contract with the winner if the Research topic will lose interest or if the Sponsor will not pay the grant for the Short Research Fellowship.

**Grant.** The fellowship is intended to provide the successful candidate with the opportunity to pursue his/her own research while benefiting from the range of expertise at Ca' Foscari University of Venice. The tutor coordinates the activities of the Research Fellow and any other research activity within the same program and provides the Fellow with all the information for carrying out the research.

The Department provides the Research Fellow with the needed back-up support such as access to facilities,



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equipment and administrative services.

The Research Fellowship is not, in any case, considered as an employment contract and the Fellow is not part of the University staff.

The rights for any patentable invention coming from Research Activities belong to the University or entities with which the University has signed (or will sign) specific agreements.

#### **The person responsible for administrative proceedings**

In accordance with Art. 5 of Law no. 241 dated 7 August 1990, as amended, the person responsible for the selection process (RPA) is Sonia Pastrello who can be reached at the Department of Management, at the e-mail address [segreteria.management@unive.it](mailto:segreteria.management@unive.it) and telephone no. +39 041 2348721.

#### **Final provisions**

For anything not specified in this call, see the University of Venice's current regulations regarding the awarding for research fellowships and the current legislation.

SIGNED

The Director of Management Department  
Prof. Gaetano Zilio Grandi

SIGNED

Responsible for the administration procedure  
Management Department Executive Officer  
Dr. Sonia Pastrello